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Contract Database Metadata Elements

Title: **Hauppauge Union Free School District and Hauppauge Association of Administrative Personnel (2002)**

Employer Name: **Hauppauge Union Free School District**

Union: **Hauppauge Association of Administrative Personnel**

Local:

Effective Date: **07/01/02**

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Hauppauge Ufsd And Hauppauge
Assn Of Admin Personnel

SD
AD 1

PROFESSIONAL NEGOTIATIONS AGREEMENT

between

**HAUPPAUGE ASSOCIATION OF
ADMINISTRATIVE PERSONNEL**

and

BOARD OF EDUCATION

HAUPPAUGE UNION FREE SCHOOL DISTRICT

Hauppauge, New York

* * *

July 1, 2002 - June 30, 2006

RECEIVED

DEC 17 2002

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

PREAMBLE

This Agreement is entered into this 14th day of May, 2002, by and between the Hauppauge Union Free School District, hereinafter called the "District", and the Hauppauge Association of Administrative Personnel, hereinafter called the "Association".

ARTICLE I **Recognition**

A. The Hauppauge Union Free School District Board of Education hereby recognizes the Hauppauge Association of Administrative Personnel as the exclusive collective bargaining agent for all professionally certifiable administrative and supervisory employees except the Superintendent of Schools, Assistant Superintendent for Administration and Personnel, Assistant Superintendent for Instruction, and Assistant Superintendent for Business with respect to salaries, wages, hours, benefits and in the resolution of grievances arriving thereunder.

B. The District and the Association agree to the following definitions of terms:

Board shall mean Board of Education of the Hauppauge School District.

Superintendent shall mean the Superintendent of Schools or his designee of the Hauppauge School District.

Association shall mean the Hauppauge Association of Administrative Personnel (HAAP).

District shall mean Hauppauge Union Free School District.

Employee shall mean any administrative or supervisory personnel covered by this contract.

ARTICLE II **Negotiation Procedure**

A. In the event either party wishes to amend this Agreement, notice must be given to the other party by December 1, 2005.

B. No later than January 15 of 2006, either party desiring to amend or change the terms of this Agreement shall submit its proposals to the other in writing.

C. The first collective bargaining negotiation session shall take place no later than January 30, 2006.

D. It is agreed that the Board will make available to the Association any information which is needed to develop proposals when such information is of a public nature and is not personal, confidential or privileged. Advance notice of at least twenty-four (24) hours must be given for all requests for data to be made available at the District level.

E. Neither party in any negotiations shall have any control over the selection of the negotiating representative of the other party, and each party may select its representatives from within or outside the school district.

F. No change in policy which affects salaries, fringe benefits or working conditions which are not covered by the terms of this Agreement will be made unless consented to in writing by both parties. Association members shall be given an opportunity to serve in an advisory capacity prior to the implementation of any other proposed Board policy change or modification.

ARTICLE III Grievance Procedures

A. Purpose

1. It is the policy of the Board of Education and the Association that all grievances be resolved informally or at the earliest possible stage of this grievance procedure.

B. Definitions

1. A grievance is any dispute between the parties concerning the interpretation of the terms and conditions of this Agreement.

2. A grievance may be initiated by any employee, the Association, the Superintendent of Schools or the Board of Education, any of whom may be deemed an aggrieved party.

C. Submission of Grievance

1. An aggrieved party may be represented at any or all stages of the grievance procedure by a previously designated representative or representatives of the Association, and by counsel at a hearing held under Step 4. Counsel shall have the right to cross-examine any witnesses who testify at a hearing held under Step 4 and the right to have the proceedings at such hearing transcribed at the expense of the requesting party.

2. By joint written agreement of the parties any of the steps outlined in the procedures for filing grievances may be waived and the grievance processed to the next higher step.

3. If the school year, as defined in the official school calendar, has ended, the term "school days" as used herein shall be construed as calendar days.

4. A grievance shall be deemed waived unless it is submitted within thirty (30) school days after an aggrieved party knew or should have known of the events or conditions on which it is based.

5. The Superintendent of Schools or the Board of Education shall present grievances to the President of the Association.

6. No grievance initiated by an Association member shall proceed beyond Step 2 without the written approval of the President of the Association.

D. Procedures

Step 1 - A grievance, except a grievance which involves direct appeal to the Superintendent of Schools, shall be submitted by the grievant to his/her immediate supervisor. The parties shall attempt to resolve the grievance at this level. At the conclusion of Step 1, each party shall certify to the other in writing that a Step 1 meeting has taken place.

Step 2 - If agreement is not reached at Step 1, the grievant shall reduce the grievance to writing and submit it within five (5) school days to the party to whom the informal grievance was submitted in Step 1. Such writing shall include the provision of this Agreement involved. The party to whom such written grievance is submitted shall respond in writing within five (5) school days after receipt of the grievance.

Step 3 - If the grievance is not satisfactorily settled at Step 2 or if no response is received within five (5) school days thereafter, submit a copy of his written grievance, together with any response received at Step 2, to the Superintendent of Schools or his designee. The Superintendent of Schools, or his designee, shall make a determination in regard to the grievance and transmit his written decision thereon to the grievant within ten (10) school days thereafter. In the course

of deciding the grievance, the Superintendent of Schools, or his designee, may hold such meetings or conferences as he deems necessary.

Step 4 - If the grievance is not satisfactorily settled at Step 3, the grievant may, within five (5) school days thereafter, submit a copy of his/her written grievance, together with all responses received at previous steps, to the Board of Education. The Board of Education shall make a determination in regard to the grievance and transmit its written decision thereon to the grievant within ten (10) school days thereafter. In the course of deciding the grievance, the Board of Education may hold such meetings, conferences or hearings as it deems necessary.

Step 5 - If the grievant is not satisfied with the response received at Step 4, he/she may, within thirty (30) days thereafter, submit the grievance to binding arbitration. The grievant and the Superintendent of Schools shall alternately strike a total of six names from a list of seven arbitrators furnished by the American Arbitration Association, and the arbitrator remaining on the list shall hear and determine the grievance within thirty (30) days after the hearing. Except as otherwise provided herein, the rules then obtaining of the American Arbitration Association shall govern. The award of the arbitrator shall set forth his/her findings of fact and conclusions, and shall be binding upon the parties. The arbitrator shall have no power to add to or detract from the provisions of this Agreement, nor require the commission of an act prohibited by law.

The fees of the arbitrator shall be jointly shared by the parties.

ARTICLE IV

Rights of the Association and Members

A. The Association shall have the following rights in order to carry out its activities:

1. To use school facilities for meetings, subject to District procedures in order to avoid scheduling conflicts.

2. To use mailboxes and District courier services provided that priority shall be given to school needs.

B. The Board shall transmit to the Association one (1) copy of the minutes of the official Board meetings after each such meeting. Official agenda for each Board meeting will be transmitted to the Association no later than the morning of the day prior to such meetings.

C. The Board of Education will cause copies of this Agreement to be printed at its expense in sufficient quantity so that a copy can be distributed to each member covered by the Agreement.

D. One (1) copy of all policies of the Board and/or administrative regulations of the Superintendent shall be given to the Association.

E. Dues Deduction

1. The Board agrees to deduct from the salaries of its administrators and supervisors dues for appropriate professional associations as said administrators and supervisors individually and voluntarily authorize the Board to deduct and to transmit the monies promptly to HAAP. Membership authorization will be in writing.

2. The Association will certify to the Board in writing the current rate of membership dues prior to the effective date of any such change.

3. The District shall make a payroll deduction for all employees covered. The Association has the right to assess represented administrators a pro rata agency fee to cover the cost of representation.

4. Deductions referred to in Section 1 above will be made in equal installments during the months required. The Board will not be required to honor for any month's deduction any authorizations that are delivered to it later than one (1) week prior to the distribution of the payroll from which the deductions are to be made.

F. Personal Injury

1. Whenever an administrator is absent from school as a result of personal injury caused by an assault occurring in the course of his/her employment, he/she will be paid his/her full salary for the period of such absence and no part of such absence will be charged to his/her annual sick leave, except that the administrator shall not be protected by this clause in the case of contributory negligence. The Board of Education shall have the right to have the administrator examined at its expense by a physician

designated by the Board of Education for the purpose of establishing the length of time during which the administrator is temporarily disabled from performing his/her duties, and the opinion of said physician as to the said period shall control.

2. The aggregate annual obligation of the District with regard to personal property which has been damaged, stolen, or destroyed as a result of an assault or malicious action, provided such damage occurs during the course of employment and is not the result of administrator negligence, shall not exceed \$1,000 per year for the life of this contract. All claims must be filed no later than June 30, at which time a committee consisting of a representative of the Association and the Assistant Superintendent for Business shall meet to evaluate the claims. All claims shall be reduced by all applicable personal insurance receipts. Should the total approved claims exceed \$1,000, the approved claims shall be satisfied on a prorated basis. All claims shall be adequately verified and proven.

3. Notwithstanding any inconsistent provision of law, general, special or local, it shall be the duty of the Board of Education to save harmless and protect all administrators from financial loss arising out of any claim, demand, suit, or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to any person, or accidental damage to the property of any person within or without the school building, provided such administrator at the time of the accident or injury was acting in the discharge of his/her duties within the scope of his/her employment and/or under the direction of said Board of Education. The Board of Education, however, shall not be subject to the duty imposed by this section unless such administrator shall within ten (10) days of the time he/she is served with any summons, complaints, process notice, demand or pleading, deliver the original or a copy of the same to such Board of Education.

G. The District will not settle teacher grievances against Association members without having consulted with the Association member against whom the grievance is directed.

ARTICLE V

Personnel File

All personnel files shall be maintained under the following procedures:

A. No material shall be placed in the files unless the employee has had an opportunity to read the material. The employee shall acknowledge that he/she has read such material by affixing his/her signature.

The employee shall have the right to answer any material filed and his/her answer can be reviewed on request by the Superintendent and attached to the file copy. This is exclusive of all pre-employment documents.

B. Upon written request any administrator shall be given access to his/her file, except that pre-employment information may not be examined or answered.

ARTICLE VI

Administrative Evaluation

A. The Superintendent shall provide, in writing, an annual evaluation which shall be based upon the objectives, duties and responsibilities for the position. Appropriate guidelines shall be provided for each administrator at the time of employment or assignment. A complete job description shall be provided each administrator at the time of employment or assignment.

B. The Superintendent of Schools shall meet with each administrator covered by this Agreement prior to the opening of each school year for the purpose of defining goals and objectives which the District may wish to set for that position. Each administrator shall be invited to make recommendations prior to the final written statement of these objectives.

C. The Superintendent and the appropriate administrator shall meet during the school year to determine progress with respect to the objectives.

D. The following shall be expressly excluded from the Grievance Procedure, namely:

Evaluation of staff administrative personnel. any written evaluation(s) may be subject to difference of opinion by the employee. Such difference may be made manifest in a written rebuttal to be attached to the evaluation and placed in the personnel file. When the evaluation addresses responsibilities outside the job description and related assignments of the employee, such employee may bring that section of the evaluation to grievance. Where the employee differs with the quality or subjective view of the administrative evaluation, such evaluation shall be nongrievable.

ARTICLE VII

Administrative Employment & Recruitment

A. The policy "promotion from within" shall be given consideration to the greatest possible degree.

B. In the case of the appointment of a Superintendent or an Assistant Superintendent, the Board shall establish an advisory committee which shall include representation from the Association.

ARTICLE VIII

Administrative Qualifications, Assignments and Promotions

A. Qualifications

1. New candidates for administrative positions shall possess the appropriate certification, received or pending, required by the New York State Department of Education for the specific position.

2. Prior administrative or supervisory experience shall be prerequisite for appointment to the position of Building Principal.

B. Assignments

1. Assignments will be made only to the specific position applied for.

2. In cases where the Superintendent desires to transfer an administrator to an equal position in a different location, (i.e. building principals and assistant building principals), the following shall prevail.

a. The Superintendent shall meet with all individuals concerned in a transfer prior to final action by the Board of Education.

b. An involuntary transfer will occur only after a meeting between the administrator being transferred and the Superintendent of Schools, or his designee, at which time the administrator will be notified of the reason(s) for transfer.

C. Vacancies

1. The District shall inform all members of the unit of all administrative vacancies, by means of a notice placed on the faculty bulletin boards in every school, in sufficient time to allow for filing applications prior to the established deadline. This notice shall clearly set forth a description of the requirements and qualifications for the position. In addition, the District shall supply the Association with one (1) copy of the appropriate notice.

2. An individual who accedes temporarily to a higher position under emergency conditions for a period of more than six (6) weeks shall not be considered as having received a promotion, but shall receive compensation at the higher salary level retroactive to the day he/she assumed said position.

ARTICLE IX

Policy and Policy Revision

The Superintendent's Administrative Council will continue in effect during the life of this Agreement. Representatives of the Council will be provided an opportunity to participate in the decision-making process related to the development of District policy as deemed appropriate by the Superintendent of Schools.

ARTICLE X

School Calendar

A. The Superintendent shall establish a procedure for development of the school calendar which provides for HAAP representation.

B. The Administrator's work year shall be defined as follows:

1. All salaries shall be for the following work year:

11 months all building principals and assistant
principals exclusive of "in-year" vacation.
10 ½ months all department supervisors

Building principals shall work the first week in July and the last week in August as well as two (2) additional weeks as mutually agreed by the principal and the District. Assistant principals shall work the last week in August and three (3) additional weeks as mutually agreed by the assistant principal and the District. Department supervisors will work the last week of August and five (5) additional days as mutually agreed by the supervisor and the District. Additional work required by reorganization for regular administrative and/or supervisory functions shall be compensated on a per diem basis.

During the four (4) years covered by the contract, department supervisors will work a total of ten (10) days above and beyond those described in the paragraphs above. These days may be scheduled to conduct necessary curriculum development work or assignments as determined by the Superintendent or his designee, for which administrators will be compensated at the same rate as teachers who undertake summer curriculum assignments. These days will be scheduled as mutually agreed by the District and the department supervisor.

The Superintendent of Schools will make the final decision if no agreement is reached regarding the summer work schedule or summer curriculum assignments.

2. All members of HAAP will be granted "in-year" vacations, days of religious observance and holidays granted to the teaching personnel, with the exception that September 1 to the opening of school (excluding Labor Day) and from the termination of classes to June 30 are properly considered as administrators' workdays.

ARTICLE XI **Working Conditions**

Professional Services of Department Chairpersons

A. Department Chairpersons shall teach classes as prescribed below:

1. A chairperson responsible for 5-10 teachers shall teach 3 classes.
2. A chairperson responsible for 11-20 teachers shall teach 2 classes.
3. A chairperson responsible for 21-30 teachers shall teach 1 class.
4. A chairperson responsible for 31-40 teachers shall be relieved of regular teaching assignment.

B. Professional Services of District Coordinators K-12:

District Coordinators will coordinate all aspects of their instructional programs (K-12). Coordinators will supervise all personnel within their department (K-12) as prescribed by the Assistant Superintendent for Personnel after consulting with the principal of each building and each coordinator.

ARTICLE XII **Leave Policy**

A. Twelve (12) days of sick leave will be granted for personal illness each year to full-time employees, with unlimited accumulation. Sickness of others in the family, which requires the presence of the employee, will be taken as sick days and if these are exhausted, any remaining days must be taken as a leave of absence without pay. For those hired after July 1, 1995 sick days for family illness may not exceed five (5) days per year. It is mandated that any absence in excess of two (2) days for sickness of a member of the employee's family must be confirmed by a doctor's certificate.

B. Religious Holidays

All religious holidays requiring a full day of observance will be allowed for such observance and shall be deducted from sick leave.

C. Professional days may be granted solely at the discretion of the Superintendent of Schools or his designee.

D. Personnel entering military service will be allowed to accumulate sick days (prorated on months served). For a two (2)- year period these days of accumulated sick time will be carried over until the person returns.

E. No leave of absence will be granted without the permission of the Superintendent of Schools.

F. Death in the Family

1. A maximum of five (5) days will be granted due to a death in the immediate family. These days are not to be deducted from sick leave. "Immediate family" means wife or husband, children, parents, grandparents, parents-in-law, brothers, sisters, nor any member of the employee's family living within his/her household.

2. For the death of a relative (other than immediate family) one day will be granted; not deductible from sick leave.

G. Personal Days

All administrators covered by this Agreement are granted three (3) personal days each year. Unused personal days will accumulate as sick leave.

H. Retirement Provisions

1. Upon retirement, death, or disability of a current full-time administrator, the equivalent cash value for accumulated sick leave, to include unused personal days, will be added to his/her earned salary. A maximum of two hundred twenty (220) days, which constitutes a full year's salary, will be paid to eleven (11) month employees or their estates. A maximum of two hundred ten (210) days, which constitutes a full year salary, will be paid to ten and one-half (10½) month employees or their estates. Persons appointed to a unit position after 12/1/98 from outside Hauppauge School District employment shall be required to be in full time Hauppauge School District uninterrupted employment for a minimum of 15 consecutive years before he/she may be eligible for any payment under this provision. Should such administrator however retire, die, or become disabled before completing the fifteen year requirement, he/she shall be eligible for payment of one (1) day for every three (3) days of unused accumulated sick leave to a cap of one year's salary.

2. Early Retirement

A retirement incentive shall be provided by the present contract as follows:

2002-03 - A Ten Thousand (\$10,000) Dollar incentive shall be paid to any eligible employee (i.e., 55 years or older and 20 years of service)* who shall retire July 1, 2003.

2003-04 - A Ten Thousand (\$10,000) Dollar incentive shall be paid to any eligible employee (i.e., 55 years and 20 years of service)* who shall retire July 1, 2004.

2004-05 - A Ten Thousand (\$10,000) Dollar incentive shall be paid to any eligible employee (i.e., 55 years and 20 years of service)* who shall retire July 1, 2005.

2005-06 - A Ten Thousand (\$10,000) Dollar incentive shall be paid to any eligible employee (i.e., 55 years and 20 years of service)* who shall retire July 1, 2006.

All employees may take advantage of this incentive upon reaching retirement qualifications. This option is limited to a one time only election by the employee, except for Year One.

To qualify for the above benefit, an employee must officially by January 1 of the year of his/her last year of service notify the District of his/her pending retirement. This notice will be waived for employees retiring for medical reasons upon the recommendation of a school physician. Upon reaching eligibility employees must exercise the option during the first applicable year.

I. Sabbatical Leave

1. Provisions

a. Upon completion of seven (7) years of satisfactory service in the Hauppauge School District, a member of the administrative staff may apply for a sabbatical leave of one-half ($\frac{1}{2}$) year at full pay or one year at one-half ($\frac{1}{2}$) pay.

b. Upon completion of fourteen (14) years of satisfactory service in the Hauppauge School District, a member of the administrative staff may apply for a sabbatical leave of one full year at full pay providing that no previous sabbatical has been granted (excluding clause [c] below).

* or, if Tier II, III or IV, age 55 with a reduced TRS benefit or at age 62 with a full TRS benefit.

c. A matriculated doctoral candidate who is attending a school which imposes a residency requirement may apply for sabbatical leave after three (3) years of service at one full year at half pay with one additional tenth for each year served as an administrator.

d. During the period an administrator is on sabbatical leave, he/she shall continue to receive all salary and fringe benefits which are rightfully part of his/her position. In the event such grant time involves a time when the administrator is due to be in school, a substitute shall replace him/her for the duration of the grant.

e. It is agreed that any grant or remuneration received by the administrator will be deducted from his/her salary prior to the granting of sabbatical monies. Furthermore, the individual agrees to return for a period of two (2) years or repay the District for such sabbatical monies upon abrogation of this clause. (EXCEPTION: Any extenuating circumstances to be determined by the Board of Education upon appeal of the individual involved.)

2. Eligibility

a. A maximum of three (3) members of the administrative staff may be on sabbatical leave at any one time. Eligible percentages as related to other professional employees in the District shall not be construed as applying to members of the administrative staff.

b. Seniority in the District is one of the factors considered in the case of an excessive number of applicants.

c. An applicant must comply with the established administrative procedures and requirements.

3. Procedures

a. An applicant for a sabbatical leave must make formal application by March 1 of the preceding school year.

b. The application will be submitted directly to the office of the Assistant Superintendent for Administration and Personnel.

c. All applications will be reviewed and placed in rank order for the Superintendent's recommendation by a committee consisting of four (4) administrators, including two (2) appointed by the Superintendent and two (2) selected by the membership of HAAP.

d. The Superintendent of Schools will notify each applicant of disposition of the application for sabbatical leave by March 31st.

J. Professional Compensation

1. The Hauppauge Union Free School District and the Hauppauge Association of Administrative Personnel (HAAP) agree that in lieu of the former contract language with respect to summer sabbaticals (namely Article XII, Section VII, A, 4) a sum of money equivalent to the amount normally available for the sabbatical allowance thereof shall be set aside by the District for appropriate professional development programs during the life of the contract.

2. When approval from the Superintendent has been secured, administrators will be reimbursed for tuition to a maximum of Seven Hundred Fifty (\$750.00) Dollars, exclusive of registration fees, for successfully completed college courses. This funding may also, with appropriate approval, be used for workshops or educational conferences.

3. The District reserves the right to approve requests for specific development programs and reserves the right to initiate programs within or without the District for individual administrators governed by this Agreement.

ARTICLE XIII

Insurance

A. Health

The District shall pay the full cost of the health insurance premiums for the New York State Empire Core Plus Enhancement Plan, family or individual, for unit members hired before December 1, 1998.

Unit members hired on or after 12/1/98 shall contribute 10% to the cost of the NYS Empire Core Plus Enhancement Plan, family or individual, each year.

The District agrees to pay 100% of the premium of the NYS Empire Core Plus Enhancement Plan, family or individual, for those unit members who retire until the retirees reach age 65. District contribution at age 65 will be at the minimum required by New York State Law for participation in the New York State Plan.

B. Dental

The Board of Education shall provide administrators and their families the same dental coverage provided teachers.

C. Life

The Board of Education agrees to pay 75% and the administrators 25% of an insurance policy up to the limit of the individual salary involved.

D. Disability

1. A disability insurance policy will be provided for all members of the administrative staff and will allow for continuous sixty-six and two thirds (66 2/3%) percent income if the individual remains disabled until age 65. A customary six (6) month "grace" period precedes the inception of the disability benefits. During the six (6) month period of ineligibility for disability insurance, any illness beyond accumulated sick leave would be compensated by the District for the six (6) month period at a rate equal to one-half of the regular salary. A doctor's report would be required to support the claim.

2. All rights regarding disability insurance are not applicable to new administrators in the District unless they have actually worked during the school year.

3. During the thirty (30) day "grace" period that follows the exhaustion of an administrator's sick leave and prior to the time that the insurance company picks up the disability insurance, the school District has the right to have the disabled party examined by a school physician and determine the extent of the disability and to ascertain whether or not the disabled party should be entitled to the one-half (1/2) pay clause that the District must bear until the insurance company enters into the picture.

ARTICLE XIV

Professional Compensation

A. Administrators will be compensated as per the attached Salary Schedules. A new administrator may initially be placed on any step in his or her position category.

B. Salary payments to administrators shall be made in 26 equal installments paid bi-weekly. Individuals, if they wish, may also be paid on the 21, 26 or 31 payment plan.

C. Unit members who are assigned supervisory duties for after school functions commencing after regular work hours, shall be compensated at 10% above the teacher's contract rate for such functions.

ARTICLE XV

Employment

Job Security

In the event the existing position of any HAAP member is abolished during the terms of this Agreement, the District agrees to make a bona fide effort to provide alternative professional employment within the District for the life of this Agreement.

Both parties agree that the Superintendent of Schools has the right to reorganize or combine administrative positions as required. When administrative positions are to be reduced, the Superintendent or his designee will notify HAAP as soon as reasonably possible.

ARTICLE XVI

Miscellaneous Provisions

A. This Agreement shall constitute the full and complete commitments between both parties and may be altered, changed, added to, deleted from or modified only through voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

B. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

C. Any individual arrangement, agreement or contract between the Board and an individual administrator and/or supervisor, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement and any individual arrangement, agreement or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent Agreements to be executed by the parties. If an individual arrangement, agreement or contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling.

D. If any provision of this Agreement or any application of the Agreement to any administrator and/or supervisor shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

E. Article 14, Civil Service Law

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XVII

Duration of Agreement

This contract shall be effective as of July 1, 2002 and shall continue in effect through June 30, 2006.

BOARD OF EDUCATION
HAUPPAUGE UNION FREE
SCHOOL DISTRICT

By: _____

By: _____

HAUPPAUGE ASSOCIATION OF
ADMINISTRATIVE PERSONNEL

By: _____

By: _____

Date: _____

5/14/2002

2002-2003 SALARY SCHEDULE

	HS PRIN.	MS PRIN.	ELEM. PRIN.	SEC. A/P	ELEM. A/P	DIR-COORD. GUID. HD.	ADM. ASST. DEPT. CHMN.	DEAN
Step 1	110,762	107,154	104,187	99,377	97,932	97,655	93,512	54,648
Step 2	112,875	109,267	106,219	101,273	99,788	99,505	95,247	56,466
Step 3	114,990	111,382	108,252	103,170	101,645	101,353	96,983	57,483
Step 4	117,103	113,495	110,279	105,069	103,504	103,203	98,717	58,518
Step 5	119,218	115,610	112,312	106,967	105,361	105,054	100,451	59,570
Step 6	121,363	117,690	114,334	108,892	107,258	106,944	102,259	60,643
Step 7	123,548	119,808	116,392	110,853	109,188	108,870	104,100	61,735
Step 8	125,772	121,965	118,487	112,848	111,154	110,829	105,974	62,846
Step 9	128,036	124,161	120,620	114,879	113,154	112,824	107,881	63,977
Step 10	130,341	126,395	122,791	116,947	115,191	114,855	109,824	65,128

2003-2004 SALARY SCHEDULE

	HS PRIN.	MS PRIN.	ELEM. PRIN.	SEC. A/P	ELEM. A/P	DIR-COORD. GUID. HD.	ADM. ASST. DEPT. CHMN.	DEAN
Step 1	114,638	110,904	107,834	102,855	101,359	101,073	96,785	56,561
Step 2	116,826	113,091	109,937	104,817	103,281	102,988	98,581	58,443
Step 3	119,014	115,280	112,040	106,781	105,203	104,901	100,377	59,495
Step 4	121,202	117,467	114,139	108,746	107,127	106,815	102,172	60,566
Step 5	123,390	119,656	116,243	110,711	109,049	108,730	103,967	61,655
Step 6	125,611	121,809	118,336	112,704	111,012	110,688	105,838	62,765
Step 7	127,872	124,002	120,466	114,732	113,010	112,680	107,744	63,895
Step 8	130,174	126,234	122,634	116,798	115,044	114,708	109,683	65,046
Step 9	132,517	128,506	124,842	118,900	117,115	116,773	111,657	66,217
Step 10	134,903	130,819	127,089	121,040	119,223	118,875	113,668	67,408

2004-2005 SALARY SCHEDULE

	HS PRIN.	MS PRIN.	ELEM. PRIN.	SEC. A/P	ELEM. A/P	DIR-COORD. GUID. HD.	ADM. ASST. DEPT. CHMN.	DEAN
Step 1	118,651	114,786	111,608	106,455	104,907	104,611	100,173	58,540
Step 2	120,915	117,050	113,784	108,486	106,896	106,592	102,031	60,488
Step 3	123,180	119,315	115,962	110,518	108,885	108,572	103,890	61,577
Step 4	125,444	121,579	118,134	112,553	110,876	110,554	105,748	62,686
Step 5	127,709	123,844	120,311	114,586	112,865	112,536	107,606	63,813
Step 6	130,007	126,072	122,478	116,648	114,898	114,562	109,542	64,962
Step 7	132,348	128,342	124,682	118,748	116,965	116,624	111,515	66,132
Step 8	134,730	130,652	126,926	120,886	119,071	118,723	113,522	67,322
Step 9	137,155	133,004	129,211	123,061	121,214	120,860	115,565	68,534
Step 10	139,624	135,398	131,537	125,276	123,396	123,036	117,646	69,767

2005-2006 SALARY SCHEDULE

	HS PRIN.	MS PRIN.	ELEM. PRIN.	SEC. A/P	ELEM. A/P	DIR-COORD. GUID. HD.	ADM. ASST. DEPT. CHMN.	DEAN
Step 1	122,685	118,688	115,403	110,074	108,474	108,168	103,579	60,531
Step 2	125,026	121,029	117,653	112,174	110,530	110,216	105,500	62,545
Step 3	127,368	123,371	119,905	114,276	112,587	112,264	107,422	63,671
Step 4	129,709	125,712	122,150	116,379	114,646	114,312	109,344	64,817
Step 5	132,051	128,054	124,402	118,482	116,703	116,362	111,264	65,983
Step 6	134,427	130,359	126,642	120,614	118,804	118,457	113,267	67,171
Step 7	136,847	132,705	128,921	122,786	120,942	120,589	115,306	68,380
Step 8	139,311	135,095	131,242	124,996	123,119	122,759	117,381	69,611
Step 9	141,818	137,526	133,604	127,245	125,335	124,969	119,494	70,864
Step 10	144,371	140,001	136,009	129,536	127,591	127,219	121,646	72,139